

EASTERN WASHINGTON PARTNERSHIP

WORKFORCE DEVELOPMENT COUNCIL

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WORKFORCE DEVELOPMENT COUNCIL AND REGIONAL BOARD MEETING SPOKANE WA May 23, 2019

Attendance:

WDC: Bill Clemens, Gabe Coates, Larry Frick, Barry Lamont, Scott Habenicht, Angela Merritt, Jennie Weber, Tessa Wicks, Jerry Anhorn Jr., Tony Maiorana and Rob Willford. *On phone:* Jim Drake
Regional Board: Scott Hutsell, Jim Jeffords, Steve Kiss, Art Swannack, Mike Talbott and Wes McCart
Contractors and Guests: Doug Looney, Kelly Charlton, Elizabeth Guera and Susan Pearson
Staff: Rod Van Alyne

Bill Clemens called the meeting to order at 12:30 p.m. Introductions followed.

Bill Clemens called for a motion to approve the Agenda.

Scott Habenicht made a motion to approve the agenda. Wes McCart seconded the motion. The motion passed.

Bill Clemens called for a motion to approve the March 12, 2019 meeting minutes.

Scott Habenicht made a motion to approve the March 12, 2019 meeting minutes. Jim Jeffords seconded the motion. The motion passed.

Regional Board Chairman's Report

In June, WDC Membership terms will end for Kathy Covey, Larry Frick, Scott Habenicht, Jim Kowalkowski, Steve Smith and Tessa Wicks. Rod will be contacting the members to determine if they wish to continue. It is known that there will be openings in Columbia, Ferry, Garfield and Whitman counties. If any members are aware of any private sector representatives that may be interested in serving on WDC, please share their information with Rod so that he can contact them. Specifically needed are representatives from the primary industry clusters of healthcare, manufacturing/mining, agriculture, warehousing and transportation and finance.

Quality Assurance report

Jerry Anhorn reported that the Quality Assurance Committee held a phone conference meeting on May 17, 2019 to review current performance for all WIOA Dislocated Worker, Adult and Youth providers through February 28, 2019 and to introduce the PY19 Performance Targets.

The service providers that were reviewed are on track in the anticipated percentile of planned registrants. The Walla Walla Employment Security Department has shown improvement from December's report, but they still lag a little behind in the percent of employed completers. Expenditure rates for Adult, Dislocated Worker and

Rural Resources' Youth programs remain low, however, there has been improvement. All three service providers have committed to bring spending up to the 75% goal by July.

Blue Mountain Action Council is above target in Youth Placement in Employment and Education, while Rural Resources is slightly below target. With a few additional exits, the target numbers for Rural Resources can jump up. The Degree and Certificate rate has shown improvement from December. Typically, this rate lags during the year but should pick up when school and/or training ends.

Rod shared the PY 19 targets. He explained that the target for the State is negotiated with the Department of Labor. In addition, local targets are set through a negotiation process between the local areas and the state workforce board. After the targets were set for PY 18, the target level for PY 19 were set at an even higher level in order to demonstrate continued improvement. The time lag of reporting outcomes has created a small sample size for the Credential Rate. The rate negotiated is a statewide target and not adjusted for local conditions.

There was a discussion about this area's targets compared to other areas though out the state, specifically the income target. Rod explained that the targets are based on previous performance and that the actual outcomes achieved in the area showed that the target was attainable.

Jennie Weber asked about the potential impact to performance, based on the changing economy as well as several closures being experienced in the area. Rod indicated that there was the potential to renegotiate target numbers based on dramatic changes to the economy.

Q-What does the number represent?

A- Rod – The second quarter, after exit. When the state negotiated with DOL, they projected an increase. Every county is seeing similar reductions at this time. Business shutdowns and reductions of wages in sectors such as manufacturing are pulling down the numbers. We can go back to the state with an explanation of what is occurring locally and how that is impacting the wages. The state can then renegotiate the targets if it is demonstrated that there is a valid reason why the targets have been set too high. One of the challenges when it comes to monitoring and reporting in this area, is that the MIS system does not adequately capture and reflect this data.

Q-Why is our target so high?

A- Rod – Wage reporting lags considerably. At some point in 2016, we were doing well, and the projections were based on that time period. Our area also tends to have more entry level positions instead of living wage positions. These numbers will continue to be impacted as retailers close their doors and their employees come back into the workforce at entry level wage instead of a living wage.

Q - Has anyone gone back to confirm that the data is correct?

A- Rod – as we renegotiate we will take a look.

Q- How can we rank above the state average?

A- Rod - It is based on actual 2016 outcomes of all 9 counties. It would be interesting to go back and see if we could find out the median wage.

Youth Committee report

Service providers were asked to leave the room for this report and action items.

Angela Merrit reported that the Youth Committee met by phone on May 15th, 2019, to make a recommendation to the WDC regarding proposals for PY 19. At the March meeting the council approved exercising the option in the original RFP to renew the current service providers, providing the service and responses are good.

Rod gave an overview of the responses. They were consistent with previous years and no changes had been made to the program. During the call, questions were asked about the In-School and Out-of-School break-out as well as services specific to In-School Youth, coordination of projects like DVR's, Pre-ETS and Curlew Job Corps Center. Rod explained the summary spreadsheet and that the responses were consistent with current or expected outcomes from the service providers.

The Youth Council recommended extending the youth contracts for Blue Mountain Action Council and Rural Resources for PY 19.

There was discussion regarding holding an in-person meeting this fall to prepare for the full RFP process. Eric asked about having representation from the Juvenile Justice System. Rod will follow up with finding a representative to be considered for the committee.

Bill called for a motion to approve the Youth Committee recommendation to extend the youth contracts for Blue Mountain Action Council and Rural Resources for one year.

Scott Hutsell made a motion to approve the Youth Committee recommendation to extend the youth contracts for Blue Mountain Action Council and Rural Resources for one year. Art Swannack seconded the motion. Jennie Weber abstained. The motion passed.

Administrative Committee report

Service providers were asked to leave the room for this report and action items.

The Administrative Committee met on May 15, 2019. The purpose of the meeting was to review the PY 19 Dislocated Worker and Adult proposals. At the March 2019 meeting the council approved exercising the option in the original RFP to renew the current service providers, providing that the service and responses are positive.

The committee reviewed the Dislocated Worker proposals first. The proposals were divided into two regions: the northern four counties with services provided mostly from the Colville WorkSource and the five southern counties with services provided mostly from the WorkSource Walla Walla. Rod explained that the variation in the proposals was due to the unique service delivery models required in each area. No additional questions were asked.

The committee reviewed the Adult proposals from Blue Mountain Action Council and Rural Resources. Blue Mountain Action Council provides services in Columbia and Walla Walla counties, Rural Resources provides services in Asotin, Ferry, Garfield, Lincoln, Pend Oreille, Stevens and Whitman counties. Rod explained that the differences in the programs are related to service delivery models, specifically classroom training versus on-the-job training.

Scott asked about the difference in the cost per employed exit of \$5,900 mentioned in the narrative and the summary cost of \$6,574 shown in the summary report. A discussion was held regarding BMAC's response about the apprenticeship and pre-apprenticeship opportunities in the area. Rod had discussed this with both Kelly and Kathy. Kelly had calculated the \$5,900 figure based on what she had projected as employed at exit, not what she projected for employed in the second quarter which is the amount calculated in the summary. After talking with Kathy about apprenticeship options in the area, she realized that there were opportunities, including options in the Tri-Cities and that BMAC would pursue the opportunities for customers.

Q – Art; What is the difference in the number? What is the number we have to use?

A- Rod – The \$6,574 is the correct number and the one to use. It is consistent with previous performance.

The competitive RFP next year may have a lot more bearing on where we are today.

Bill called for a motion to approve the Administrative Committee recommendation to extend the contracts for PY 19 for Dislocated Worker contracts for RR, BMAC and ESD.

Scott Hutsell made a motion to approve the Administrative Committee recommendation. Art Swannack seconded the motion. The motion passed.

Bill called for a motion to approve the Administrative Committee recommendation to extend the contracts PY 19 for Adult contracts for RR, BMAC and ESD.

Scott Hutsell made a motion to approve the Administrative Committee recommendation. Jim Jeffords seconded the motion. The motion passed.

Director's report

Rod reported that a lot of things had occurred in the last couple months.

On May 14th, 2019 Colville hosted a Rural Community Vitality Forum sponsored through a partnership between the state Workforce Board and the Department of Labor. The event was billed as a listening session to gather input from the community about gaps occurring in each rural area. The questions asked were not necessarily consistent with the way the events were promoted. As an example, they asked “what would you like your community to look like in the future?”

More folks came to the second session, which was heavy with people that are serving others (such as service providers) rather than employers. Issues/challenges identified included – lack of childcare for people during the workday, housing, drug testing and substance abuse, and lack of soft skills.

Why were the locations selected?

Workforce board selected the locations. Eleni Papadakis is the executive director – she selected Colville because of Rod's request to come to the WDA.

Five people also participated in a tour of Hewes Marine facility. It was fun to watch all the steps that it takes to build a boat. One thing that really effected Rod, is the need for WS staff to visit the facility to see what the company really does. Staff needs to know what skills are needed to perform the actual jobs.

It was noted that Walla Walla Community College is developing their machine shop/welding programs to provide more dedicated training relevant to these skill areas. Kudos go out to WW Community College on meeting the needs of employers in their area. It is great for employers to be able to drive what is available in the community college.

PY19 allocations came out this month.

Good news – receiving additional funding for Youth and Adult programs.

The Dislocated Worker program is receiving less money at the state level, but our area is receiving a 13% increase. The numbers are based on factors that include unemployed and long term unemployed. In the end, we are going to serve more customers.

Rob Hines, Director for DVR was in Colville and we had a nice discussion on what is happening locally in DVR. It was good to get his perspective with potential collaborations.

Dayna is no longer with us, as she has accepted a new position in Spokane. Monitoring occurred of service providers in Walla Walla and Colville. There is nothing of note or concern with either of those locations fiscally. State monitors will be in Colville in June, but will review files from all locations.

Labor Market Economist report

Rod reported (Doug Tweedy & Ajsa Suljic) were not able to attend. They put together a nine county overall briefing which is in the board packet.

BREAK

PMFL Presentation: Paid Family Medical Leave Act-Silvia Lugo ESD

See presentation materials in the board packet.

Q1 - Can you use this intermittently like FMLA?

A- Yes, the least amount of time you can take is 8 hours.

Q2 - Does the 7 day wait period only happen once every qualifying event year?

A- Yes, once per qualifying event per year.

Q3 - Do the employees pay 100% if the business has less than 50 employees?

A- No, they will only be responsible for the 66%.

Q4 - Every elected official is paying into PFML – yet they are not eligible to collect.

A- They are eligible to collect if they meet eligibility.

Q5 - Farm employer – C-corp - Officers are not eligible?

A- They are eligible to collect if they meet eligibility.

Q6 - As employer UI/PFML – is the payment ever going to be one payment?

A- PFML is working on it, but UI is federal program and PFML is state program.

Paid Family Medical Leave contact person: Rob Rohrer, Customer Care Center, 360-507-9822

WorkSource Report:

Jennie provided the Eastern Washington Partnership WorkSource Report (*full report in board packet*)

Employers are still expressing concern about locating qualified staff. Self-service numbers are up. Self-service is an option for people who are working and looking for their next job.

Kelly, Rural Resources – Forest service program for 4 youth for third year. Other ranger districts may approach us as well because of the success. One of the youths involved has now gone on to college for a fire science degree.

Doug provided updates on Rapid Response - WorkSource is engaging (rapidly) with employers who are closing or downsizing and their affected employees.

Q- Is there any data to determine if someone has HS diploma vs. GED? Is there an impact for the person in obtaining employment?

A- It was not known if there were any available reports or references that had studied this topic.

Rod provided an update on WorkSource Walla Walla – A Certification process walk-through happened on May 16, 2019. The on-site review team recommended that WW be certified as a comprehensive one stop center. The partnership presentation was provided by:

- Integration – Doug Loney / Employment Security Department
- Accountability – Debra Erikson / Walla Walla Community College
- Universal Access – Elizabeth Guerra / Blue Mountain Action Council
- Continuous Improvement – Janet Booth / Division of Vocation Rehabilitation
- Partnership – Valarie Clark / Goodwill Industries of the Columbia
- Regional Strategies – Israel Delamora / Opportunities Industrialization Center

The review team recommended – endorsement as a fully certified one-stop Center.

Scott Habenicht called for a motion to accept the recommendation for full certification as a comprehensive one stop center

Art Swannack moved to approve the full certification, Wes McCart seconds motion; Abstained Jennie Weber; motion passes

Old Business:

None

New Business:

None

Scott Habenicht stated that the next meeting will be September 26th at the Ramada at the Spokane airport.

The meeting adjourned at 2:08 p.m.



WDC Board Pkt
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